



NEW HAMPSHIRE BOARD OF NURSING

Winter

2002

Official Publication of the New Hampshire Board of Nursing

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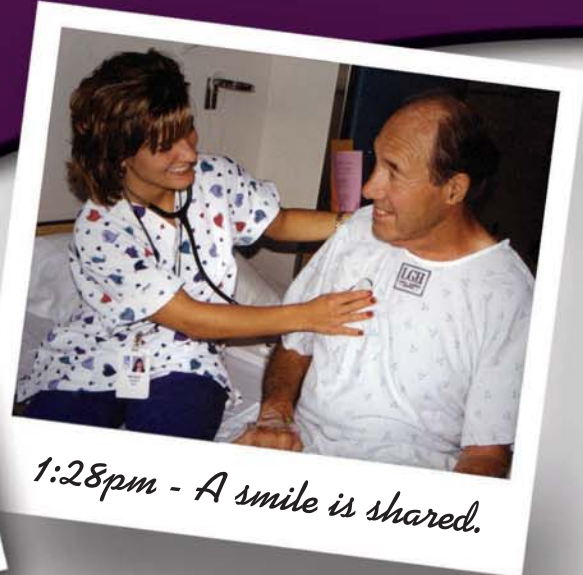
**Visit our
interactive
website at
www.state.nh.us/nursing/**

**New Hampshire Nurses Speak Out:
Work and Career Concerns page 41**

At Lowell General Hospital, our dedicated people perform acts of heroism every hour of the day, every day of the year. From life saving procedures, to a simple smile or a comforting word — we salute the everyday heroes at Lowell General.



9:04am - A 'boo-boo' goes 'bye-bye.'



1:28pm - A smile is shared.

You call them nurses. We call them heroes.

They are men and women — young and old and from different races and ethnic backgrounds. Their work can be easily taken for granted, but their contributions to the healing process are impossible to ignore.

They are heroes in the truest sense of the word. They are the nurses of Lowell General Hospital.

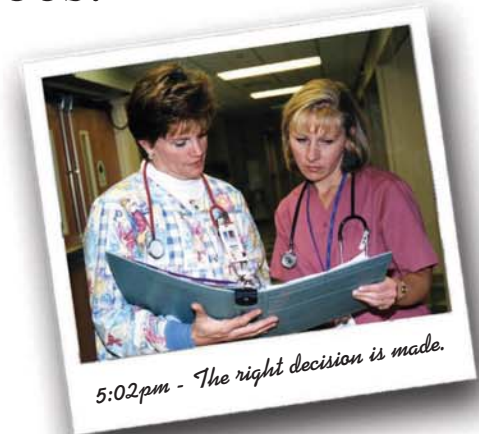
Part doctor. Part friend. Part cheerleader.
Part drill instructor. Theirs is a difficult, demanding job performed with distinction by a collaborative team of talented, dedicated people. Yet they still take the time to know not only your name, but also the names of your children and grandchildren. The excellence we expect of them is exceeded only by the excellence they demand of themselves. They are what defines Lowell General Hospital.

We at Lowell General Hospital thank our nurses for performing one of the toughest jobs in the world with such tireless spirit and unwavering dedication.

Our nurses. Our heroes.
Our most sincere appreciation.

To join our team of heroes,
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LOWELL GENERAL HOSPITAL, 295 VARNUM AVENUE, LOWELL, MA 01854



5:02pm - The right decision is made.



3:45am - A new family is saved.

From the Executive Director

As you can glean from this newsletter, the Board of Nursing has been very busy moving forward with necessary changes on many fronts. The nursing shortage and economic conditions have presented many opportunities for the Board to examine their role as they continue to protect the public welfare of the citizens of this state. It has been a very exciting, energetic time as the Board works proactively to make the necessary changes. As patient care is not the same as it was in 1975, so must some of the laws and rules be updated to become more contemporary. If you have been actively following the last few newsletters, you have been able to witness the process.

In late summer, some of the rules revisions were concluded and accepted by the JLCAR (Joint Legislative Committee on Administrative Rules). These rules are now on the Board web site thanks to Linda Sheldon at the State Library. The highlights of the changes that may affect some or all of you are:

- Chapter 100 Terms. Organizational Rules Lists definitions, describe the Board itself and how the public may access the Board for information
- Chapter 300 Licensing Requirements have minor changes. They include:
 - 302.03 and 304.03 The change in active in practice requirements from 900 to 400 for RNs, including ARNPs, and LPNs; and
 - 306 a change in the administrative fine and process for practicing with a lapsed license.
- Chapter 400 Continued Status is completely revamped. Definitions pertinent to the chapter are listed in the chapter as per uniform rules codes.
 - Practice requirements (402.02) may be 100 % voluntary but must be in the practice category of the license.
 - Continuing education (402.03) for nurses may be entirely individualized i.e. on-line, journal readings but should be documented in your portfolio.
- Delegation (NUR 404) rules now allow delegation to unlicensed

assistive personnel and the delegation of medication administration may occur under certain circumstances only. See accompanying article on Delegation.

- NUR 405 and NUR 900 speak to delegation of medication administration specifically to the Licensed Nursing Assistant

- Telecommunications Technology (NUR 406.02) is addressed for the first time in rules and outlines telephone triage especially to out of state clients. It is important to remember that other states may not allow nurses from out of state to function without a license in that state and you should check each state's Nurse Practice Act to confirm same.

- Chapter 500 Ethical Standards has been enhanced and follows in part the ANA Code of Ethics.

- Chapter 600 Education has two significant changes for Nurse Educators

- NUR 601.10 Changes the qualifications of Nurse Educators from a mandatory Masters in Nursing to a Baccalaureate in Nursing with a Masters in a health care related field as a second option.

- NUR 601.13 Allows for substitute Nurse Educator

- Chapter 700 Nursing Assistants There are many important changes to nursing assistants' rules in this state the most significant of which is continuing education.

- NUR 702.03 states that all nursing assistants must have continuing education of 12 hours per year. The Board of Nursing will give one year for licensees to achieve these hours and begin indicating its need and auditing beginning with renewals and endorsements September 1, 2003.

- Active in practice for LNAs is 200 hours every two years

- 120 day window
- NUR 706.06 states that LPNs may now teach as an Instructor for LNAs

- Chapter 900 Certificate of Medication Administration for Licensed Nursing Assistants and Medication Administration Education Program outlines the new rules for medication administration by LNAs.

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Term expires 5/10/2004

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Vice-Chairperson
Term expires 5/10/2003

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Term Expires 5/10/2003

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Term Expires 6/21/2004

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Term Expires 12/1/2003

Linda Compton, BS, RN
Term Expires 5/10/2004

Tricia Duff, LPN
Term Expires 5/10/2003

Harley Featherston, Public Member
Term Expires 5/10/2003

Brenda L. Howard, LNA
Term Expires 10/24/2004

Linda M. Morel, LNA
Term Expires 10/24/2004

Constance Theberge, LPN
Term Expires 11/16/2003

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New Hampshire Board of Nursing Chair Report

Fall 2002

For those of you who did not get the opportunity to attend the Board's Day of Discussion on June 5, 2002, which by the way was a sellout, I think the opening remarks by our keynote speaker, Dr. Tim Porter O'Grady, certainly addressed what has happened over the course of the past months since our Spring Newsletter. Porter O'Grady spoke of change as the only constant in the universe, we don't make it, we just give it form, and the world as we know it won't be recognizable. "To see where we're going, just look at kids under the age of 20. To them technology and fast paced life is the norm." His answer dealing with change was simple. "Doing and being different is the clue to survival."

Well for starters, the Board has taken a giant step forward with this first edition of a whole new look for our semi-annual Newsletter. Hopefully, you will find the format both enjoyable and informative. Secondly, we have significantly reduced our printing costs by offsetting these with advertisement. In our need to reach over 30,000 licensees and keeping them current, we may print more often as our costs with our traditional Newsletter would have made this prohibitive. Thirdly, we would like to have a greater dialogue with YOU our readers! We recognize that there is certainly no limit to the issues that you, as licensees, face everyday in practice as an RN, ARNP, LPN or LNA. Responding to your needs, i.e. safe practice for the public whom we serve, is a responsibility we take very seriously. However, as in any organization, communication is always listed as an area that one can never overdo. Our Practice and Education Committee (P&E) has responded to questions regarding nursing and nursing related activities and educational issues for some time under the title of FAQ. They would welcome hearing from more of you

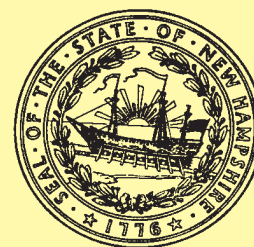
with your concerns and practice questions. Things change so rapidly in health care that even those of us submerged in the processes often must seek out resources ourselves - so don't be bashful! Our goal here is to have a very well informed licensee public who share our mission statement "to safeguard life, health and the public welfare of the people of this state."

Since our Spring edition, the big news is that rules and regulations proposed by the Board to accompany the revised Nurse Practice Act of 2001, unanimously passed the Joint Legislative Committee on Administration Rules on July 18, 2002. Among these changes, which are detailed in our Newsletter, is the long discussed delegation to non-licensed individuals by RN's and LPN's and expanding the LNA role to administer certain medications as a Medication LNA or MLNA. Other changes of significance include lowering of the active in practice requirement from 900 hours to 400 hours every 4 years which should keep more of our nurses from early retirement. This would also include volunteer hours which previously could only account for half of the required time. Continued education may now be entirely done in an individualized format, i.e. telecommunications, journals, etc., versus our prior requirement that one half had to be done in a formal learning setting. This will greatly facilitate meeting this 30 hour requirement in the convenient setting of your own home. See the special page of highlights for additional information.

Kudos to Shawn LaFrance, Project Director of the August 5th report on NH Nursing Workforce Initiative, funded by the Foundation for Healthy Communities. This is the first statewide survey of practicing nurses in NH, and provided us with a view of the issues surrounding recruitment and retention of nurses in New

Hampshire. Highlights are found on page 41 of our Newsletter. One sidebar to this outcome was that we are currently in great need for additional data so that we can adequately prepare and project for the nursing needs of the future. The Nursing Summit, a forum of the leadership of all nursing groups in NH, has been meeting since 1999 on this as well as related con-

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New Hampshire Board of Nursing

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Wendy M., RN
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To apply send resume to Riverwoods at Exeter, Att: Human Resources, 7 RiverWoods Drive, Exeter, NH 03833 or fax to 603 772 6308, email dbarker@riverwoodsrc.org, or contact the Human Resources Department at 603 772 4700. You can also visit our web site at www.riverwoodsrc.org. We look forward to hearing from you! EOE

RiverWoods
— AT EXETER —

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cerns, and has approached the Board to take a significant role in getting much needed data. Some of the difficulty has been in licensees responding on their license renewals requesting no data be shared with anyone which unfortunately included scientific research. To deal proactively with this need, particularly as federal monies become available to states, the Board has agreed to do an in-depth survey of all licensees as well as change the language on license renewals to encourage research participation by licensees. **SO PLEASE WATCH YOUR MAIL.** Separate formats will be used for RN, LPN and LNA levels. This data will be invaluable to us and others looking at the entire nursing manpower crisis and at some future time will, hopefully, be an active data base for those in need of same. Your anonymity is assured in this process as we respect that right of every licensee.

As you know by now, on August 1, 2002 President George W. Bush signed the Nurse Reinvestment Act into law. While this legislation marks a major victory for nursing, the fight is not over. Funding to the tune of 240 million dollars must be provided to make the intent of the law a reality, and, hopefully, this will occur after the elections.

Highlights of this new legislation include:

The law authorized the following provisions:

- ☞ Loan repayment programs and scholarships for nursing students;
- ☞ Public service announcements to encourage more people to enter the nursing profession;
- ☞ Career ladder programs for those who wish to advance within the profession;
- ☞ Best practice grants for nursing administration as modeled after ANA/ANCC's magnet program;

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New Hampshire Board of Nursing Members

Front Row Left to Right: M. Franckhauser, ARNP; B. Howard, LNA; C. Theberge, LPN; L. Morel, LNA; G. Barba, Public Member; T. Duff, LPN

Back Row Left To Right: L. Compton, RN; S. Plodzick, RN; K. Baranowski, RN; H. Featherston, Public Member

Absent: M.L. Asbell, RN



New Hampshire Board of Nursing Staff

Front Row Left to Right: Atty. L. Leppanen, RN; K. Dickson; D. Hoos, R. Schofield; K. Crumb

Second Row: M. Walker, RN; C. Gray, RN; K. Cicchetto; S. Stolte; S. Isabelle; S. Goodness; J. Evans, RN

Third Row: C. Coulsey; J. Seaward; D. Emerson



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www.portsmouthhospital.com

Portsmouth
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Hospital

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☞ Long-term care training grants to develop and incorporate gerontology curriculum into nursing programs; and

☞ Fast-track faculty loan repayment program for nursing students who agree to teach at a school of nursing.

I'm sure you have been reading the press lately with the nursing shortage tied to significant concerns about patient care. Although I take issue with laying all the blame only on nursing shortages, as many other professional groups are in even in worse status, i.e. Radiology Technologists, I'm sure we all agree that this legislation is another piece to the complex puzzle of healthcare shortages being resolved. State initiatives are also being discussed to be introduced into the next session of the legislature. SO STAY TUNED as additional resources, hopefully, will become reality.

In closing, another year will soon be history, one which certainly has passed ever so quickly for me, as I'm sure for you as well, and I'm not sure if it's part of the aging process either! I do want to wish each of you, on behalf of the Board and staff, a truly memorable and enjoyable Holiday Season. My sincere wish for a New Year filled with good health and happiness, and peace to you all!

Day of Discussion: June 5, 2002

Margaret Walker Board Staff

Timothy Porter O'Grady provided us with much thought about our changing practices and the rapid changes in our world. Our title, Nursing Odyssey 2002 and Beyond, brought us through the changes in nursing practice from the early part of the century to the present and encouraged us all to expand the ways in

which we view nursing care in the future. Tim challenged us all to examine our patient care needs in light of technological advances and determine if we need to change our approaches to care. His message was for us to step back and really look at what we are doing and make the appropriate changes that reflect the best possible care planning for this time in history. Carol O'Flaherty presented the nursing comedy for the program. Her sense of humor and stories had us all in stitches and I know I personally still laugh at the thought of her antics.

The presentation was video taped and is available on loan from the Board office. Please mark your calendars for our future offerings: On January 29, 2003 the Board will present the 2nd Nursing Assistant Conference at the Winnie Expo in Laconia and on June 5, 2003 the Board will present its annual Day of Discussion for all licensees also at the Winnie Expo in Laconia. We plan to move the conferences to different parts of the state each year.

Practice and Education Committee: Medi planners

Committee members Alida Millham and Lisa McGunnigle were involved with legislative changes for HB 1218. Revisions to the amended rule now allows home health care or hospice agency nurses to organize a client's prescription and nonprescription drugs into non-original containers.

Nursing Assistant Corner

Margaret Walker

This is a new section to our newsletter, which is dedicated to nursing assistant practice issues and announcements. We encourage our licensed nursing assistants to read and discuss issues brought to this

section. Please note the frequently asked question, (FAQ), regarding the scope of practice for LNAs posted in this newsletter. Also note the January 29, 2003 conference for nursing assistants. This conference is the Board's second LNA conference and is designed to address all areas of nursing assistant practice. There will be discussions about the new medication nursing assistant role, care of clients who have a diagnosis of dementia and breakout sessions for home care, long term/residential care and acute care licensees. Continuing education credits earned at this conference can be applied to the 12/year requirement for continuing education.

Dual licensure

Historically the Board has advised licensees they need the appropriate license for the work they are paid for and must remain within the scope of practice of the job in which they are employed. Thus a RN or LPN working occasionally in the LNA scope of practice and compensated at the LNA rate of pay must have a LNA license. At its Sept 19, 2002 meeting this response was reviewed and discussed. The Board determined it is not necessary to obtain a LNA license when being occasionally assigned to work within the LNA scope of practice while holding a current nursing license. The hours when working in the LNA scope of practice would not count towards the Nursing license active in practice.





Blue Dancers
Edgar Degas

In the late 19th century, Edgar Degas created works of art characterized by abstract, unusual viewpoints and combinations of different media. It was called Impressionism and it changed the way a new generation of artists viewed the world.

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Licensed Nursing Assistants Day of Discussion

**Discussion
with the
New Hampshire
Board of Nursing
at**

**The Winnepesaukee Exposition Center
Laconia N. H.**

**January 29, 2003
8:00-3:00pm**

Cynthia Gray MBA, BS(n), RN
Executive Director

Judith Evans, EdD, RN, Assistant Director

Margaret Walker MBA, BS, RN
Program Specialist IV

Discussions regarding Nursing Assistant Practice in New Hampshire

During this year's LNA Discussion our speakers will share their perspectives regarding health-care issues and how these issues influence nursing assistant practice and education.

Susan Ruka PhD(c), MSN, RN is currently completing her doctorate in nursing at Boston College. Her research interest is creating therapeutic environments for people with dementia. Susan has presented at several national conferences on the role of LNAs in long term care as well as on methods to promote comfort and improve care for people with dementia. She is committed to improving quality of life for people with dementia and supporting the caregivers who provide that care.

Marie Sullivan MSN, RN is currently the Vice President of Patient Care Services at Northeast Rehabilitation Hospital as a Rehabilitation Registered Nurse. In the past year, Marie has been working with quality of care and efficiency issues and as a result the LNAs have been given new roles. Marie will review with the group the changes in the LNA rehabilitation roles and the educational preparation for these new roles.

Kathleen Shinnors, BSN, RN, is currently the coordinator of nursing assistant education at Dartmouth Hitchcock Medical Center. She has been instrumental in developing the role of the LNA in the acute care and clinic settings at the Medical Center.

Margaret Franckhauser, ARNP is the Director of Community Health and Hospice, Inc. and the Vice Chair of the NH Board of Nursing since 1997. She is well versed with the issues and roles of the LNA in the Home Care setting.

Daralyn Stewart, RNC, CDONA is the Director of Nursing and Related Services at Riverside Rest Home, Strafford County. She is certified in nursing gerontology, nursing administration for long term care and has a vast knowledge of Long term Care issues.

PROGRAM

- 8:00-9:00 a.m. **Registration**
- 9:00- 9:15 a.m. **WELCOME**
Cynthia Gray, MBA, BS(n), RN
Executive Director, NH Board of Nursing
- 9:15-10:30 a.m. **Care issues and approaches for clients with dementia:**
Susan Ruka PhD(c), MSN, RN
- 10:30-10:45 a.m. **BREAK**
- 10:45-11:45 p.m. **Rehabilitation Nursing Assistant roles and education:**
Marie Sullivan MSN., RN
- 11:45-12:30 p.m. **Delegation, Medication Nursing Assistant Rules and other changes in the Nurse Practice Act:** NH Board of Nursing Staff

12:30-1:30 p.m. **LUNCHEON**

1:30-3:00 p.m. **Breakout Sessions**
Signs will indicate session rooms

Challenges in Long term care: Daralyn Stewart RNC, CDONA

Home care issues and practices: Margaret Franckhauser, ARNP

The role of the Nursing Assistant in the Acute care and clinic setting: Kathleen Shinnors, BSN, RN

3:00 p.m. **ADJOURNMENT**
Certificates of attendance will be distributed

Contact Hours: 5.0

REGISTRATION

PLEASE PRINT

**Registrations are transferable, no refunds will be allowed.
Registrations must be postmarked by 1/15/03 to assure attendance.**

NAME _____

TITLE _____

ADDRESS _____

PHONE _____

AREA OF PRACTICE _____

EMPLOYER _____

Which breakout session will you be attending?

____ Long term care ____ Home care

____ Acute care (please check one)

FEES INCLUDE LUNCHEON

\$25.00 For LNAs/ NA students

\$60.00 For ARNP, RN, LPN,
and Allied professionals

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current NH Board of Nursing information*



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Reflections On Assuming A . New Position At The Board.

By Judith Evans, EdD, RN Assistant Director, NHBON

I have frequently advised friends and colleagues to take the time to write down their initial thoughts and impressions about beginning a new job, starting a new education endeavor, or making other life changes. Unfortunately, although I have given the advice to others, I have rarely followed it myself. However, the opportunity to write my reflections as a newcomer to the Board of Nursing has been the impetus that has encouraged me to do what I've suggested others do.

My background includes experience in administration and education in both hospitals and schools of nursing. My contact with the Board of Nursing in any of the states in which I've practiced has been limited to the occasional telephone call to ask a question, attendance at a Board meeting when something critical was on the agenda, and of course, obtaining and renewing my license. None of those activities gave me much insight into the workings of an active Board of Nursing. In many ways, working at the Board is a completely new experience.

Considering the myriad of changes occurring in health care and in nursing, this is an exciting time to be centrally involved with new endeavors. During these past 4 months, it has been reinforced many times over how the functions of the Board support the very foundation of our practice. The Board carries out a myriad of activities that we all expect: defining and interpreting the scope of nurse practice, establishing and enforcing parameters of nursing education, governing all aspects of licensure, and dealing with the disciplinary

problems. What is less well known is that the Board deals every day with many issues that are less well defined, such as working with nurse colleagues in all areas of practice to solve problems in new ways and help create a supportive and stimulating environment for nursing practice. The Board has been working with nurse colleagues across the state to create an environment where nursing practice can flourish and where there are sufficient numbers of nurses to continue to meet the health and wellness needs of the citizens of the state.

Having been away from New Hampshire for several years, it is exciting to return and be reminded how rich our state is with nurses who are thinkers, planners, entrepreneurs, practitioners, educators, and leaders in all arenas. The commitment, complexity and diversity of the nursing community in New Hampshire is inspiring.

One of the most exciting aspects of assuming this role at the Board is realizing that the nursing community in New Hampshire is united in efforts to find creative ways to address the nursing shortage. Efforts are underway to improve the way the image of nursing is reflected in the media, to re-invent work environments, to encourage more women and men pursue careers as nurses, and to find creative ways to educate students.

There are numerous ways in which the Board is helping to make these endeavors be successful, including such things as:

- Reviewing and suggesting revisions to the rules that govern practice;
- Supporting the implementation

of new education programs and satellite programs;

- Facilitating and supervising reentry experiences for nurses returning to practice;
- Supporting efforts to prepare and recruit new faculty; and,
- Supporting creative approaches to education.

We are all profoundly aware that health care and nursing practice are characterized by cataclysmic changes in the way in which care is delivered, the nature of care that must be provided, the categories of providers, and how we evaluate the outcomes of care. My short tenure at the Board has reinforced my confidence in the ability of nurses to meet the challenges of tomorrow.

New Addition to the Board

The Board of Nursing members and staff heartily welcome Judith Evans Ed D, RN to the Board as Assistant Director. Judy comes from the Lahey Clinic in Burlington, Massachusetts where she was the Director of Nursing Education and before that was an Assistant Professor at UNH in the Nursing Administration track. Judy replaces Joann Allison who had been with the Board since 1994. Joann will be greatly missed for her humor and her wonderful critical thinking skills. She is currently enjoying a brief stint of semi-retirement.



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Board Activities

April 1, 2002 - October 31, 2002

- Public rules hearing April 17 and JLCAR hearing July 18 resulting in passage of updated Rules and Regulations
- Licensed nurses may now delegate to Unlicensed Assistant Personnel under certain circumstances
- LNAs with additional Board approved training may administer non-injectable medications to stable patients
- Active in practice 400 hours in 4 years for nurses; 200 in 2 years for LNAs
- LNAs must fulfill 12 hours of education per year
- First Board sponsored LNA Day of Discussion held with 400 participants
- Annual Day of Discussion June 2002 featuring Timothy Porter-O'Grady . Standing room only, 450 participants
- Board retreat July 18, 2002
- Met with Marianne Lettus of Excelsior College, New York
- Assisted Shawn Lafrance of NH Hospital Association to conduct first nursing shortage survey
- Governor Shaheen becomes 5th Governor to "opt out" CRNA supervision
- Sub-committee of Education committee reviewed re-entry options and made recommendations to the Board
- P&E FAQs available on web site
- Board voted to continue to notify employees when a licensed nurse or licensed nursing assistant works with a lapsed license
- Board voted to render \$10 administrative fine when individuals do not notify Board in writing within 30 days of change of address or name
- Board representation on Nursing Shortage study committee, Community Technical College task force for increased educational opportunity, Direct Care Work Force committee. SB 413 study committee to study background checks for nursing home employees
- HB 1218 passed which "allow home health care or hospice agency nurses to organize a client's prescription or non-prescription drugs into non-original containers." i.e. mediplanners
- Delegate Assembly voted to investigate possibility of International NCLEX testing
- Board voted to approve new vendor and format of Newsletter
- NHCTC Claremont-Nashua given initial approval for satellite program in Keene
- Dartmouth Hitchcock given initial approval of nurse extern program
- Initial approval of the following LNA programs: Riverbend, Skill Med Services, Birchwood, Concord Regional Technical at Concord High School, Sunbridge of Exeter, Career Training LLC
- Initial approval of the following Medication LNA program: Skill Med Services
- A new support group for impaired nurses is being formed Sundays in the Concord area. Please call C. Murtagh at 225-2711, ext. 4057 for more details.

Reflections on my first meeting of Delegate Assembly

by Public Member, Harley Featherston

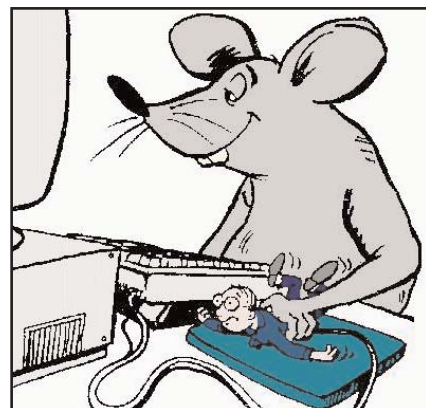
(Editorial note: Delegate Assembly is a national meeting of all state Boards of Nursing, held this year in Long Beach, California)

There was a delegation from almost all states and territories of the United States. I was very surprised how each of the states and territories differ from New Hampshire. Some State Boards of Nursing meet every 2 months and one Board of Nursing met every 3 months. California has 2 different Boards; one for registered nurses, the other for practical nurses.

When speaking with other public members of State Boards of Nursing, they were amazed how few disciplinary cases New Hampshire has open. As we all know, some State Boards are 3 or more years behind with disciplinary reports.

The Delegate Assembly was held in a very good hotel, featuring great meeting rooms with wonderful service. Everyone had a great time.

Harley Featherston
Public Member



Huggins Hospital

staff prides themselves on caring for all with dignity, expertise, and the personal touch that is a hallmark of 93 years of service to the community. Located in the quaint New England town of Wolfeboro, NH, on the eastern shores of Lake Winnepesaukee, our community members enjoy local attractions and activities year-round!



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New Delegation Rules

The new delegation rules have passed, effective August 2002. Although many educational opportunities are being prepared across the state and are now available through many web sites, this is the snapshot view of Delegation as it applies to nursing in this state. Remember that other states may have different guidelines but that the licensee in this state delegates under the NH Nurse Practice Act and Rules only.

Definitions

- Accountability means being answerable for actions of self or others.
- Authority means the right to perform a patient care task that is within the scope of practice of a licensed nurse.
- Competency means having the integration of knowledge, judgment and skills necessary to provide safe nursing care or safely to perform nursing related activities.
- Delegate means the person to whom the licensed nurse delegates a client care task.
- Delegation means the transfer, at the discretion of the nurse, of authority for the performance of a task of client care from the licensed nurse with authority to perform the task to someone who does not otherwise have such authority.
- Evaluation means the review and analysis of the extent to which the assessment, diagnosis, planning and implementation phases of the nursing process were effective in resolving the clients identified problems
- Stable client means a client whose health status is under control and raises no expectation that the client's symptoms, vital signs or reactions to medications will suddenly change.
- Supervision/Direct supervision

means the process of critical watching, directing and evaluating another's performance.

- "Unlicensed assistive personnel" (UAP) means an unlicensed individual who functions in a complementary or assistant role to the licensed nurse in providing direct patient care or carrying out delegable nursing functions.

Where can I find information?

You can find information by reading the Nurse Practice Act and the Rules and Regulations for Nursing Practice at www.state.nh.us/nursing. For delegation issues specifically see NUR 404:

NUR 404 Delegation of Authority to Perform Tasks of Client Care

NUR 404.01 Purpose The purpose of this part is to regulate the delegation of client care tasks by licensed nurses to licensed and unlicensed persons.

RSA 326 B:17 provides exemption clauses.

Who May Delegate?

- The Registered Nurse, ARNP or the Licensed Practical Nurse when directed by the ARNP, RN dentist or physician
- The licensed nursing assistant shall not delegate patient care tasks.

Who is Accountable? What is Accountability

Accountability:

The nurse is accountable for the decision to delegate, for the delegated task and for the client outcomes.

The person receiving the delegation is accountable for the decision to accept the delegation and for the performance of that task.

What are the five rights of Delegation?

The right task. The licensed nurse shall be responsible and accountable for exercising that degree of judgment and knowledge reasonably expected to assure that a proper delegation of client task has been made.

The right circumstance A licensed nurse must determine that the patient is stable without complex nursing activities and that there are no unidentified client needs.

The right person A licensed nurse may not delegate a nursing task to persons who have not been adequately prepared by verifiable training and education.

The right direction/communication Specifically;

WHO will do

WHAT by

WHEN and

HOW, WHERE, and

WHY it will be done

- **The right supervision** As stated in NUR 404.06
- (d) A delegating licensee shall supervise the delegate's performance of the delegated task.
- (e) Such supervision shall be continual or intermittent as warranted by:
 - (1) The complexity of the delegated task of client care
 - (2) The condition of the client
 - (3) The degree of complexity of the client, and
 - (4) The familiarity of the delegate with the environment.

Remember: The delegating nurse shall be available at all times for supervision as changing client condition warrants.

continued on page 18

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continued from page 16

Reevaluation must occur at regular intervals as determined by client condition. Rescinding delegation must occur if any of the following occurs:

- Client Condition Changes
- The delegate proves unwilling or incompetent to perform the delegated task.
- The client objects to the delegation, or
- The licensed nurse is no longer available to supervise the performance of the delegated task.

Delegation of Medication Administration

UALs who have proven competency to perform the specific task and LNAs who hold a certificate of medication administration issued in accordance with the provisions of NUR 902 may administer medications. All other delegation rules also apply.

Failure to comply with this chapter may result in disciplinary action as specified in the Nurse Practice Act and Rules and Regulations.

LNA scope of practice Frequently Asked Questions (FAQs)

Question: What is the scope of practice for LNAs providing client care in the State of NH?

Answer: A nursing assistant is responsible for knowledge listed in the approved curriculum for nursing assistants found in Nur 706.09. In addition, nursing assistants can be educated to perform functions over and above the basic curriculum of the nursing assistant education program and these functions can be delegated when:

1. The task has been properly delegated to the nursing assistant by the supervising licensed nurse.
2. Additional training and competency is obtained when needed as required under Nur 305.01 regulation;
3. The task has not been made exempt from nursing assistant practice by a prior Board of Nursing ruling and as described in the Administrative Rules; and.
4. The facility policy and procedure allows this function.

Questions have come to the Board for approval regarding the proper delegation of functions to the nursing assistant licensed in the State of NH. The Board has been directly questioned and has approved nursing assistants to provide the following as long as the nursing assistant has met the Nur 305.01 (c) & (d) requirements:

straight urinary catheters, feeding tubes, phlebotomy, wound care, vagus nerve stimulation, pulse oximetry, incentive spirometry, oral suctioning, oxygen mask placement/cannula placement, chest physiotherapy, peripheral vein IV removal, colostomy irrigations, blood glucose monitoring, reminding clients to take their medications and transcribing medical orders.

This list should not be considered all inclusive.

Call for Abstracts: Creating a Hopeful Future

Have you, a group of your colleagues, or your organization, completed a project or introduced a new initiative that helped to create a hopeful future for nurses and for patients?

The Board of Nursing invites you to share your initiative by submitting an abstract for a poster presentation at the **Day of Discussion** scheduled for June 5, 2003. We are looking for projects that have

- changed the image of nursing;
- introduced new positive ways to provide care;
- introduced system or organization changes that have improved outcomes; or,
- contributed to creating a positive future in any way.

Abstracts should be no more than 1 page and should include a title, a brief summary of the project, and a description of how your project impacts the future. Deadline for submission is **March 15, 2003**. Mail one copy with identifying information, and 3 copies without identifying information to Judith Evans, RN, EdD at the New Hampshire Board of Nursing. Include a brief presenter profile with your name, organization and contact information. Applicants will be notified by April 10, 2003. For additional information, contact Judith Evans at the Board of Nursing.



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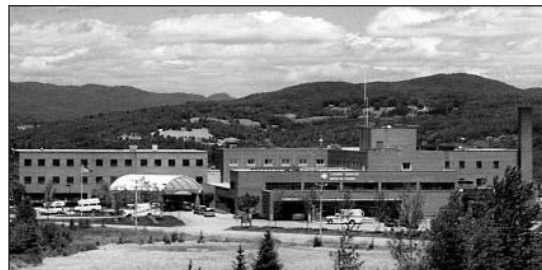
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Fax: (802) 371-4494

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www.cvmc.hitchcock.org

EOE



RNFA

What is a RN First Assistant (RNFA)?

The RNFA is a licensed RN who has acquired the necessary qualifications including the knowledge, skills and judgements necessary to serve in this capacity. The RNFA practices in collaboration with, and as directed by the surgeon during the intraoperative phase of the perioperative experience.

What is the Scope of Practice of an RNFA?

The decision by a RN to practice as an RNFA must be voluntary and deliberate with an understanding of the professional accountability the role entails. The intraoperative nursing behaviors of the RNFA may include:

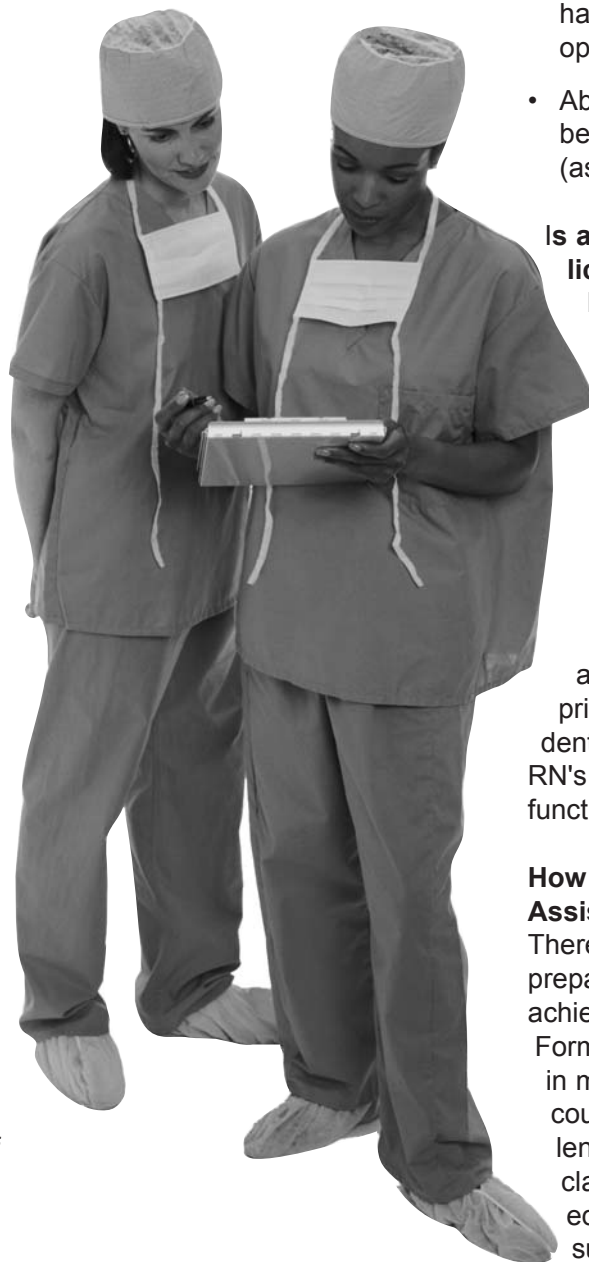
handling tissue,
providing exposure,
using instruments,
suturing, and
providing hemostasis.

Note: An RNFA should not concurrently function as a scrub nurse.

What are the Qualifications of the RN First Assistant?

- Current licensure as a registered nurse in New Hampshire;
- Successful completion of a post basic nursing education program whose intent is the preparation of registered nurses to practice as first assistants at surgery;
- Documentation of proficiency in perioperative nursing practice as both a scrub and circulating nurse;
- Ability to apply principles of asepsis and infection control;
- Knowledge of surgical anatomy,

physiology, pathophysiology, and operative technique related to the operative procedures in which the RN assists;



- Ability to perform cardiopulmonary resuscitation;
- Ability to perform effectively in stressful and emergency situations;

- Ability to recognize safety hazards and initiate appropriate preventive and corrective action;
- Ability to perform effectively and harmoniously as a member of the operative team;
- Ability to demonstrate skill in behaviors unique to the RNFA (as defined).

Is additional credentialing or licensure required in New Hampshire?

The RNFA scope of practice is a further refinement of perioperative nursing practice and is included within the nursing practice governed by the RN licensure. Additional credentialing establishing the RNs qualifications, competency and proficiency should be done by the institution or agency granting this clinical privilege to the RNFA. This credentialing should occur prior to the RN's performance of first assisting functions.

How does a RN become a First Assist?

There are educational programs to prepare experienced RNs who have achieved proficiency in the OR.

Formal RNFA education is provided in many colleges throughout the country which involves the equivalent of one academic year of both classroom and supervised clinical education with oversight by a surgeon preceptor. For additional information regarding this nursing specialty, contact AORN at (800) 755-2676 ext 1 or www.aorn.org.

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| Adams, Angela | 041203-21 | Heggelund, Pamela |
| Alder, Marie | 042469-21 | Hicks, Robin |
| Barnes, Linda | 023290-21 | Hungerford, Glenda |
| Baroni, Kathleen | 033646-21 | Jones, Cynthia |
| Barth, Kathleen | 038965-21 | King, Susan |
| Beauchain, Beth | 034071-21 | Kirby, Elizabeth |
| Blake, Sandra | 050301-21 | Knee, Mary |
| Borden, Patricia | 038057-21 | Lafleur, Norreen |
| Borges, Lynne | 043158-21 | Lamothe, Janet |
| Boyan, Doreen | 043706-21 | Lane, Martha |
| Brennan, Katherine | 042730-21 | Laramore, Edith |
| Bresse, Paula | 039089-21 | Lebourdais, Audrey |
| Broadhead, Deborah | 040827-21 | Leonard, Lorraine |
| Brown, Carol | 046026-21 | Leviton, Marleen |
| Bucholz, Robert Jr | 022418-21 | Limbaugh, Nancy |
| Caddell, Lauren | 024975-21 | Lozeau, Megan |
| Calatad, Maria Araceli | 050160-21 | Maiato, Kelly |
| Cammack, Michelle | 046472-21 | Mailhot, Laurie |
| Carter, Anna | 033258-21 | Makos, Amy |
| Chambers, Mary | 023746-21 | Marcotte, Angeline |
| Chintala, Kathleen | 038015-21 | Marloe, Melanie |
| Clifford, Mary | 048838-21 | Mckeown, Susan |
| Cobb, Joyce | 037668-21 | Mckillop, Mary |
| Columb-Langlois, Marjorie | 019365-21 | Medeiros, Evelyn |
| Coppock, Steven | 042928-21 | Miller, Gail |
| Corey, Deborah | 050356-21 | Monahan, Maryellen |
| Cote, Marie | 041061-21 | Montello Lamothe, Janet |
| Coty, Donna | 032004-21 | Moores, Jason |
| Currier, Elaine | 025201-21 | Murn, Kaylynne |
| Dibble, Katherine | 047038-21 | Nash, Whitney |
| DeGeorge, Jill | 048222-21 | O'Brien, Sean |
| Dieckman, Barbara | 043438-21 | O'Connell, Christopher |
| Dumont, Donna | 047645-21 | Patnaude, Ann |
| Dunning, Marcia | 020557-21 | Peterson, Beth |
| Elfreh, Valerie | 022471-21 | Picard, Jean |
| Emnace, Karen | 049796-21 | Poore, Cynthia |
| Gerbig, Michelle | 048195-21 | Powers, Lauren |
| Gilroy, Deirdre | 023141-21 | Proctor, Kristen |
| Gionet, Jessica | 047749-21 | Rae, Diena |
| Goldberg, Heather | 049049-21 | Rokel, Kacie |
| Gonzales, Manuel | 046018-21 | Roth, Sandra |
| Gould, Jessica | 046175-21 | Rumrill, Leanne |
| Hall, Sara | 020501-21 | Rutherford, Colleen |
| | | Sawyer, Joanne |
| | | Schoenemann, Gary |
| | | Scott, Mary |
| | | Simms, Sally |
| | | Simpson, Laura |
| | | Smith, Judith |
| | | Sneider, Diane |

| | | |
|-----------|------------------------|-----------|
| 038597-21 | Steenbergen, Sandra | 042448-21 |
| 034459-21 | Swenson, Sheila | 018334-21 |
| 045381-21 | Tawah, Martha | 049737-21 |
| 025795-21 | Taylor, Maureen | 040799-21 |
| 030955-21 | Tibbett Day, Ann Marie | 050048-21 |
| 050777-21 | Tingley, Christine | 008834-21 |
| 013662-21 | Toohey, Charlene | 040083-21 |
| 040187-21 | Townsend, Kathleen | 039678-21 |
| 019425-21 | Trudelle, Rebecca | 047618-21 |
| 050093-21 | White, Jennifer | 042761-21 |
| 017992-21 | Wood, Jessica | 046218-21 |
| 033613-21 | Woodruff, Patricia | 028937-21 |

Licensed Practical Nurses:

| | |
|---------------------|-----------|
| Ball, Carol | 001316-22 |
| Cox, Linda | 003338-22 |
| Crabb, Deborah | 009587-22 |
| Cross, Megan | 012353-22 |
| Desclos, Linda Mary | 011078-22 |
| Duvall, Sandra | 009761-22 |
| Edney, Sharon | 007014-22 |
| Edwin, Mercy | 009902-22 |
| Hudson, Stefanie | 011991-22 |
| Kamara, Adama | 010085-22 |
| Kennedy, James | 012297-22 |
| Lasman, Jennifer | 009985-22 |
| LeBlanc, Joan | 002371-22 |
| Lyth, Jane | 010942-22 |
| Momeault, Patricia | 012153-22 |
| O'Brien, Leigh | 010213-22 |
| Patterson, Donna | 008598-22 |
| Pratt, Rebecca | 010644-22 |
| Rodriguez, Sara | 012290-22 |
| Rosales, Marites | 012326-22 |
| Sheehan, Victoria | 004543-22 |
| Stephens, Mary | 011296-22 |
| Williams, Karen | 010660-22 |

Advanced Registered Nurse

Practitioners:

| | |
|--------------------|-----------|
| Bucholz, Robert Jr | 022418-23 |
| Coppock, Steven | 042928-23 |
| Flaherty, Karen | 044359-23 |
| Guiheen, Sally | 024859-23 |
| Hall, Sara | 020501-23 |
| Hungerford, Glenda | 045381-23 |
| James, Sarah | 044835-23 |
| Scott, Mary | 021474-23 |

continued on page 24



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• Certified Surgical Technologist

Ability to scrub all specialties. Familiarity with case carts a plus. Certification preferred. Full-time, 1st shift with rotation to evenings. Call required.

W W W . S N H M C . O R G

continued from page 22

Licensed Nursing Assistants:

| | | | |
|--------------------------|-----------|----------------------------|-----------|
| Alba, Flores | 019987-24 | Johnson, Melissa | 014550-24 |
| Aubert, Linda | 018834-24 | Johnston, Catherine | 022147-24 |
| Audet, Candace | 022992-24 | Kathleen, Griffin | 025138-24 |
| Gudet, Kellie | 018807-24 | Kelso, Susan | 018312-24 |
| Johnson, Michelle | 015964-24 | Kirby, Kristine | 023885-24 |
| Bancroft, Tammy | 022622-24 | Kopycinski, Lisa | 022946-24 |
| Barry, Kearstine | 019568-24 | Kritzman, Debra | 018650-24 |
| Beaudine, Irene | 020802-24 | Kwangwari, Nompilo | 020445-24 |
| Beaulieu, Gina | 012115-24 | Langlois, Roxanne | 003319-24 |
| Bellaciccs, Blanche | 023783-24 | Laro, Pamela | 003647-24 |
| Benway-Fongemie, Melinda | 025117-24 | Larrivee, Edwin | 008972-24 |
| Blanchette, Megan | 023349-24 | Leblanc, Sarah | 019810-24 |
| Bliss, Candy | 013040-24 | Lominy, Tania | 020738-24 |
| Boddy, Martha | 023305-24 | Lynch, Shannon | 017177-24 |
| Bosinger, Holly | 007888-24 | Manigat, Marly | 019982-24 |
| Brooks, Erin | 023621-24 | Martel, Margo | 004312-24 |
| Buigbee, Lori | 021592-24 | Martel, Susan | 005118-24 |
| Caplette, Katherine | 022621-24 | Mcclain, Shannondoah | 017808-24 |
| Cecere, Maria-Elena | 024335-24 | McCullough, Joyce | 001141-24 |
| Chick, Tamara | 023223-24 | McClean, Jettie | 010712-24 |
| Christian, Linda | 016488-24 | McMillian, Sara | 024670-24 |
| Clogston, Pamela | 022244-24 | Melissa, Keith | 023813-24 |
| Corson, Rachel | 016200-24 | Merchant, Donna | 001069-24 |
| Costello, Ruth | 011580-24 | Minerva, Domiguez | 015256-24 |
| Coulter, Donna | 008978-24 | Moore, Constance | 006728-24 |
| Crisp, Jennifer | 022591-24 | Morton, Becky | 022867-24 |
| Crowley, Caitlin | 024765-24 | Muitungu, Antony | 020161-24 |
| Crowley, Kristal | 022596-24 | Myrdahl, Chasity | 021899-24 |
| Curcio, Nicole | 008331-24 | Nolen, Cynthia | 004963-24 |
| Davis, Cynthia | 000992-24 | Pelletier, Kimberly | 020015-24 |
| Dodd, Peggy | 023837-24 | Perry, Melissa | 024515-24 |
| Donovan, Thomas | 021363-24 | Quint, Joanne | 024658-24 |
| Douglass, Jennifer | 019733-24 | Ransom, Sandra | 022790-24 |
| Dupont, Emily | 006290-24 | Rea, Tammy | 012842-24 |
| Ellis, Christine | 015843-24 | Reyes, Cheryl | 024778-24 |
| Estevez, Amy | 023394-24 | Ricker-Schmidtchen, Cheryl | 009853-24 |
| Ewbank, Renee | 006571-24 | Ring, Sharon | 009413-24 |
| Farnsworth, Melissa | 023375-24 | Roderigues, Lori | 021334-24 |
| Gikaru, Grace | 023388-24 | Roy, Christine | 018308-24 |
| Gioneet, Javonnie | 015053-24 | Roy, Priscilla | 001489-24 |
| Godfrey, Dawn | 023065-24 | Safford, Rosemary | 001134-24 |
| Gonthier, Letty | 008255-24 | Sarfde, Rene | 019978-24 |
| Griffin, Kathleen | 025138-24 | Sargent, Kathleen | 022006-24 |
| Hafner, Mona | 024369-24 | Shaw, Debra | 023784-24 |
| Hamilton, Jo-ann | 021217-24 | Smith, Stacey | 021673-24 |
| Hardy, Linda | 012236-24 | Snow, Nicole | 021094-24 |
| Hinkley, Kayla | 024893-24 | Stevens, Jessica | 024049-24 |
| Hodakoski, Dawn | 007353-24 | Stimson, Laurie | 008087-24 |
| Howard, Laurie | 018471-24 | Sturgeon, April | 002341-24 |
| Hughes-Walker, Cheryl | 025296-24 | Swiezynski, Eleanor | 019935-24 |
| Jean, Sarah | 019671-24 | Taylor, Sadie | 022142-24 |
| | | Terrio, Amy | 021148-24 |
| | | Tomer, Michelle | 020013-24 |

Returned Checks

The following licenses continue to be invalid due to insufficient funds; the licensee was notified of the returned check.

Registered Nurse

Widing, Loretta 050411-21

Licensed Practical Nurse

Henry, Deborah 009309-22

Lee, Cindy 009885-22

Johnson, Tracie 012471-22

Licensed Nursing Assistant

Chaffee, Kelly 018195-24

Cassen, Patty-Lin 018572-24

Furnoli, Diane 020267-24

Coulter, Crystal 021462-24

Rojas, Lesbia 024971-24

Seeking Licensure by endorsement

Cuellar, Frank NA

Fulmer, Kimberly NA

Howard, Jerry Jr NA

Seeking Licensure by Examination

O'Leary, Amy NONE

Seeking Licensure by Comp. Eval.

Gonzales, John Jr. NONE



— EMERGENCY DEPARTMENT RN —

FT two 12-hour & two 8-hour night shifts. Minimum three years nursing experience. ER experience preferred. Current BLS, ACLS, Basic EKG, Critical Care Course, NH license

— STAFF DEVELOPMENT COORDINATOR —

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— INTENSIVE CARE RN —

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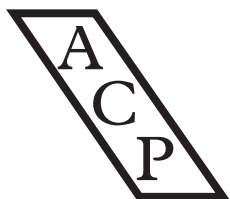
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Board Action

| NAME | LICENSE # | BOARD ACTION | DATE OF ACTION | LENGTH OF TIME | CITY/ STATE OF LAST KNOWN EMPLOYER | ACTION CAUSING DISCIPLINARY ACTIONS |
|----------------------------|----------------|--|----------------|----------------|------------------------------------|--|
| Burns, Janice Allison | 043271-21 | Modifications to stips (I.C.) | 3/21/02 | n/a | | |
| Eldred, Julie Ann | 034543-21 | Remove stipulation I. C. | 3/21/02 | n/a | | |
| Lasalle, Linda Christina | 005789-22 | Reinstate after successful completion of Board approved refresher course | 3/21/02 | n/a | | |
| McCarrick-Tentas, Alice P. | 010831-22 | Suspend | 3/21/02 | 1 yr | Manchester, NH | Admitted to Failing to accurately document narcotic pain medication, signed other nurses' names as witnessing wasted narcotics when they did not witness the waste and signed out high amounts of morphine for a patient including double entries for two administration times. Respondent admitted to substance abuse problem and morphine diversion. |
| Perry, Donna Denise | 043086-21 | Reinstated with no restrictions | 3/21/02 | n/a | | |
| Schultz, Sherry L. | 012234-22 | Probation w/stipulations | 3/21/02 | 6 mo | Claremont, NH | Admitted to making multiple medication errors from June, 2001 to January, 2002 including failure to administer ordered insulin for a patient having blood glucose of 518. |
| Tweiten, Tod W. | 011887-22 | Suspend | 3/21/02 | 9 mo | Portsmouth, NH | Admitted documentation issues involving a controlled drug, Admitted to substance abuse problem and diverting narcotics. |
| Benard, Michelle Anne | 043579-21 | Suspend - retroactive to 10/4/01 | 4/18/02 | 18 mo | Hampstead, NH | Admitted to diverting narcotic medications from the facility for own use and having a substance abuse problem. |
| Bogardus, Jiselle Velez | 010462-22 | Reprimand - Annuled | 4/18/02 | n/a | | |
| Bradley, Patricia A. | 002037-22 | Reprimand - Annuled | 4/18/02 | n/a | | |
| Fox, Barbara A. | 036387-21 (23) | Voluntary Surrender | 4/18/02 | n/a | | Admitted to misconduct in Ohio that resulted in surrendering Ohio RN/ARNP licenses resulting from diversion of narcotic drugs for own use. |
| Kolinsky, Carol A. | 002786-22 | Suspend - retroactive to 3/02 | 4/18/02 | 6 mo. | Lancaster, NH | Admitted to leaving a facility at 11:30 a.m. and administered and recorded 2:00 p.m. medications; failed to do a dressing change, but recorded it as done. Admits to reporting to a second facility for duty under the influence of alcohol. |
| McNamara, Deidre A. | 035692-21(23) | Suspend - retroactive to 7/01 | 4/18/02 | 18 mo. | Mancheser, NH | Admitted to diverting injectable narcotic medications and to having a substance abuse problem. |



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NURSE III: This is professional nursing work involving the care and treatment of the mentally ill. **Minimum Qualifications:** A Bachelors Degree in Nursing or related field and two (2) years nursing experience - OR - graduation from an accredited school of nursing and three (3) years experience as a professional nurse. Experience must include one (1) year supervisory experience as a head nurse.

Licensing Requirements for all Nursing Positions: A current, valid license as a Registered Nurse as issued by the Maine State Board of Nursing.

For more information please contact:

Lucia Nadeau, Personnel Specialist
Augusta Mental Health Institute • Human Resources Department
P.O. Box 724 • Augusta, ME 04332-0724
Phone: 207-287-7240 Fax: 207-287-7205
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Board Action

| | | | | | | |
|-------------------------|-----------|--|---------|-------|------------------|---|
| Byrnes, Thomas | 047404-21 | Revoked | 5/16/02 | | Portsmouth, NH | Multiple incidents of incompetent and unsafe nursing care; use of more than one social security number and use of an erroneous birth date on RN license and employment applications; fraud or deceit in procuring a license by failure to disclose multiple previous felonies and crimes. |
| Kimball, Carolyn Jean | 005225-22 | Removed all stipulations | 5/16/02 | | | |
| Laschi, Kathryn J. | 037652-21 | Reprimand | 5/16/02 | n/a | Laconia, NH | Admitted to administering a nebulizer treatment to a staff LNA without a physician order; Practicing beyond the scope of a registered nurse license. |
| Ouellette, Maureen Ann | 033543-21 | Reinstated w/Conditions - must successfully complete Board approved reentry | 5/16/02 | 1 yr | | |
| Peck, Wendy Elizabeth | 034880-21 | Modification to stipulations denied | 5/16/02 | | | |
| Regan, Sheila Ann | 040658-21 | Reinstated with conditions | 5/16/02 | 2 yrs | | |
| Sefton, Barbara | 011558-22 | Suspended - retroactive to 2/02 | 5/16/02 | 2 yrs | Londonderry, NH | Admitted to diverting controlled substances for Respondent's own use; Submitted falsified time slips. |
| Schultz, Sherry L. | 012234-22 | Immediate suspension | 5/16/02 | 1 yr | Claremont, NH | Unfavorable work performance received. Immediate suspension pursuant to the March 25, 2002 Settlement Agreement. |
| Book, Rebecca H. | 013015-21 | Annulment of Reprimand | 6/20/02 | n/a | | |
| Gianini, Michael Thomas | 011438-22 | \$200.00 fine payable within 30 days | 6/20/02 | n/a | Merrimack, NH | Admitted not responding to Board request for information in pending investigation. |
| Harkin, Claudia Jean | 046879-21 | Reprimand | 6/20/02 | n/a | Exeter, NH | Admitted to restraining a resident in a wheelchair by tying the chair to a pole with a gait belt and made unprofessional and derogatory remarks to the resident. |
| Joseph, Judith Ann | 035708-21 | Suspend 3 mo, must appear before Board | 6/20/02 | n/a | Claremont, NH | Documentation issues; Twice did not do an ordered treatment; and made inappropriate suggestions to staff regarding medicating of some patients. HS medications given at 4:30 & 5 p.m. |
| Kennedy, Lydia M. | 029357-21 | Reprimand | 6/20/02 | n/a | Peterborough, NH | Admitted administering a nebulizer treatment using a resident's Albuterol to a staff LNA without a physician order; Practicing beyond the scope of a RN. |
| Paddock, Lisa Ann | 043045-21 | issue temporary license for reentry, reinstate when completed - without stipulations | 6/20/02 | n/a | | |
| Texiera, Patricia A. | 043637-21 | Reinstated with conditions | 6/20/02 | 1 yr | | |

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events and program schedule.**

Board Action

| | | | | | | |
|--------------------------|---------------|---|----------|----------|----------------|--|
| Weeks, Tammy J. | 045368-21 | Suspended | 6/20/02 | 6 mo | Meredith, NH | Admitted to ingesting methadone & oxycontin not prescribed for her, but obtained from a private party. |
| Bartis, Samantha A. | 046286-21 | Suspended pur to 10/19/01 Letter of Stip. | 7/11/02 | 2 yrs | Manchester, NH | |
| Parks, Lisa Jo | 042695-21 | Reprimand - w/monitoring for 9-mo. | 7/18/02 | 9 mo | Lebanon, NH | Left a medication (Tylenol) at a patient's bedside; removed nine controlled medications without signing them out in the narcotic log; and left two unit dose medications in the medication cart without labeling them. |
| Wells, Catherine Tonim | 023050-21 | Remove all stipulations | 7/18/02 | n/a | | |
| Adler-King, Suzanne | 039685-21 | Probation | 8/8/02 | 1 yr | Brentwood, NH | Admits 1) leaving to assist on another unit, but prior to leaving had recorded medications, treatments and supplements on the medication administration record that had not been administered; 2) falsely recorded the amount of supplements consumed on a multiple of times, and (3) "pre-signed out" controlled drugs. |
| Bouley, Elizabeth Ellen | 026253-21 | Reprimand | 8/8/02 | | Manchester, NH | Photocopied and altered the date on her son's prescription for Concerta. |
| Keon, Patrick John | 041522-21 | Suspended until provides Board with psychological evaluation as to ability to function safely as R.N. | 8/8/02 | indefin. | | Found guilty in Manchester District Court of criminal threatening; a domestic issue. |
| Lasalle, Linda Christina | 005789-22 | Reinstated - successfully completed Board approved refresher course | 9/17/02 | | | |
| McDonough, Edith | 042716-21 | Reinstate with Restrictions | 8/8/02 | | | |
| Rossignol, Monique Diane | 040313-21(23) | Annulment of Reprimand | 9/19/02 | n/a | | |
| Widger, Robert L. | 043768-21 | Reciprocal discipline: may work only day or evening shifts. | 9/19/02 | to 6/03 | WRJ, Vt | Nursing license disciplined in Vermont for sleeping on night duty. |
| Cook, Elizabeth D | 029915-21 | Stipulations removed | 10/17/02 | | | |
| Dube, Richard C. | 009736-22 | Reinstate w/conditions & restrictions | 10/17/02 | 2 yrs | | |
| Frazier, Melissa J. | 012152-22 | Suspend (retroactive to 10/01) | 10/17/02 | 13 mo | | Admits to writing out and forging a physician's signature on three prescriptions; admits to having a substance abuse problem. |
| Graham, Mary Beth | 041106-21 | All stipulations removed | 10/17/02 | | | |

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Board Action

| | | | | | | |
|------------------------|-----------|---|----------|-------|----------------|---|
| Hill, Rosemary E. | 048675-21 | Suspend | 10/17/02 | 6 mo. | Whitefield, NH | Failed to successfully complete three medication passes ordered by the Board under previous disciplinary action; recorded applying Duragesic patch but had not applied it; left medications at patient's bedside to take themselves and encouraged other nurses to do so. |
| Jackson, Melissa D. | 045462-21 | Suspend | 10/17/02 | 1 yr | Manchester, NH | Admits to diverting Percocet for her own use and that she has an addiction to this drug |
| Keon, Patrick John | 041522-21 | Reinstated w/conditions | 10/17/02 | 1 yr | | |
| Kolinsky, Carol A. | 002786-22 | Reinstated w/conditions & restrictions | 10/17/02 | 1 yr | | |
| LeMay, Amanda S. | 043793-21 | Probation w/stipulations | 10/17/02 | 1 yr | Dover, NH | Admits to misappropriating Ativan for own use |
| Palmer, Mary | 023556-21 | Reinstated w/conditions & restrictions | 10/17/02 | 2 yrs | | |
| Baril, Hyacinthe Mary | 018550-24 | Suspend 3 mo | 3/21/02 | | Manchester, NH | Accepted and ingested pain medication offered to her by a patient |
| Brunault, Paula Jean | 014809-24 | Reinstated (after successful compl. Of Comp. testing) | 3/21/02 | | | |
| Wicks, Sarah Leigh | 010342-24 | Probation w/restrictions 3 months | 3/21/02 | | Laconia, NH | Admitted to verbally abusing a Resident and physically abusing this Resident by briefly placing a pillow over his face |
| Foote, Kathy B | 021683-24 | Reprimand | 4/18/02 | | Franklin, NH | Physically directed a Resident into a chair in a rough manner; Failed to respond to the Board's requests for information relative to investigation. |
| Cook, Meghan M. | 021712-24 | Reprimand | 5/16/02 | | Keene, NH | Admitted to falsifying payroll records on two days by punching in with her time card but was absent for all or part of her shifts on those days |
| Winslow, Wendy Lou | 000602-24 | Reinstate after successfully completeing comp.testing | 5/16/02 | | | |
| Hammond, Erica M. | 020993-24 | Suspend - 1 year | 6/20/02 | | | Pursuant to Section I.F of the February 22, 2001 Settlement Agreement regarding previous misconduct and a complaint received on November 13, 2001. |
| Williams, Denise Ann | 020054-24 | Reprimand | 6/20/02 | | Rye, NH | Admitted to transferring a resident out of bed using a gait belt rather than a two-person assist or stand-lift machine as set forth in the nursing care plan; the resident sustained a skin tear over her eyebrow. |
| Mwangovya, Lillian I. | 018384-24 | Reprimand | 7/8/02 | | Keene, NH | Working second time without a current LNA license |
| Felker, Elizabeth Anne | 014980-24 | Reprimand | 7/15/02 | | Rochester, NH | Working second time without a current LNA license |
| Pooler, Susan Elaine | 021238-24 | Reprimand | 7/17/02 | | Exeter, NH | Working second time without a current LNA license |

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Goodall Hospital in nearby Sanford, Maine currently has openings for nurses who enjoy working the night shift. Excellent wages, great benefits and a work environment that is unsurpassed await. We're also looking for per diem nurses in all areas. To apply online, visit www.goodallhosp.org or call Wanda Huard, Recruiter at 207-490-7335.

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| Orthopedics | Pain Management |
| Specialty Clinic | Surgical Services |
| | Telemetry |

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Board Action

| | | | | | | |
|--|-----------|--------------------------|----------|-------|----------------|--|
| Richard, Gail Catherine | 018189-24 | Reprimand | 7/18/02 | | | Responses to renewal application questions constitute fraud or deceit in procuring a license |
| Bachelder, Jennifer Marie | 012869-24 | Reprimand | 8/8/02 | | Lebanon, NH | Admitted to functioning outside scope of practice of LNA. |
| Calascibetta, Annmarie S. | 022542-24 | Reprimand w/\$50.00 fine | 9/19/02 | | Goffstown, NH | Admitted to abandonment: left her assigned unit at the facility during her lunchtime, did not notify anyone and failed to return; Failed to respond to the Board's information requests. |
| Fifield, Sharon Ann | 004225-24 | Reprimand Annulled | 9/19/02 | | | |
| Hudson, Sarah Elizabeth | 006874-24 | REVOKED | 9/19/02 | Abuse | Portsmouth, NH | On August 7, 2002, at trial in the Portsmouth District Court, was found guilty of abuse by striking a resident on the chin |
| Lovering, Lynn Louise | 025314-24 | Stipulations - 2 years | 9/19/02 | | Manchester, NH | Continued history of insufficient funds. |
| McKim, Cirsten D. | 021291-24 | Voluntary Surrender | 9/19/02 | | Boscawen, NH | Pled guilty to a felony charge of receiving stolen property; Admitted to "snorting" heroin; and had used marijuana during the three weeks previous to that date. |
| O'Hearn, Dawn Louise | 022257-24 | Voluntary Surrender | 9/19/02 | | Manchester, NH | Practiced outside the scope of the practice of an LNA by preparing insulin for a patient to administer. |
| Choute, Marie C. | 018590-24 | Reprimand | 10/2/02 | | | Working second time without a current LNA license |
| Nolan, Mary K. | 014712-24 | Reprimand Annulled | 10/17/02 | | | |
| Taylor, Shannon Lynn | 022656-24 | Voluntary Surrender | 10/17/02 | | Salem, NH | Admitted snorting crack cocaine intermittently on a daily to weekly basis during past year. |
| Clarification: Regarding discipline noted in the Spring 2002 Newsletter: <i>Karen E. Richardson RN, #030562-21, who is employed in the PACU of Dartmouth Hitchcock Hospital, Lebanon NH, does not have any discipline on her nursing license.</i> | | | | | | |

This narrative section is meant to educate other licensees and to serve as a deterrent. It is not meant to be punitive.



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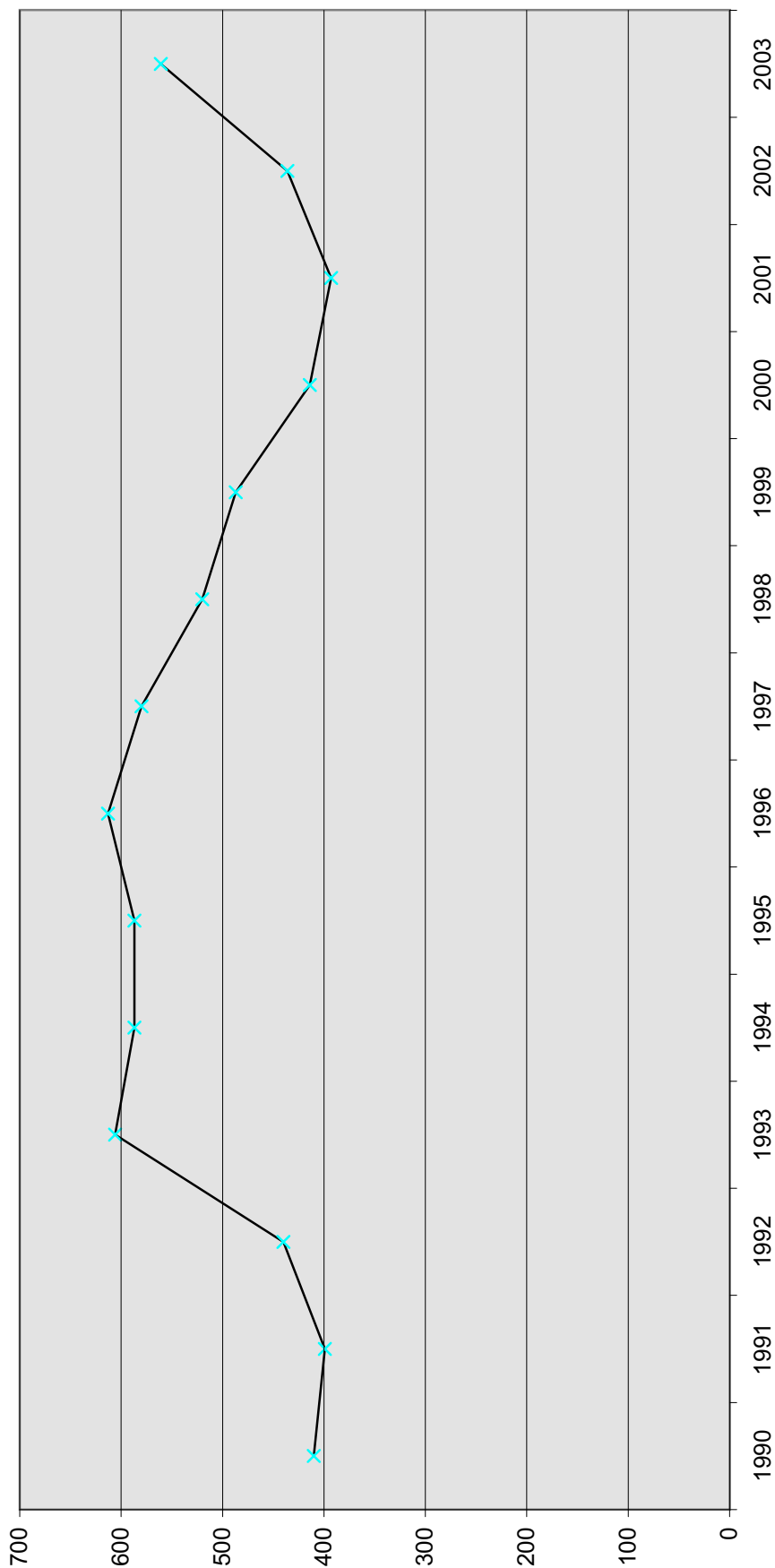
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For the Bulletin Board

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- Office Hours

Press 5

Overview of the licensing by examination (NCLEX) application process

Press 6

For information about the status of an application filed with the Board

OR

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Office Hours:

8:00 A.M. to 4:00 P.M.

Monday through Friday

(except for Designated holidays)

Please note: The Board office will be closed at 3:00 pm Christmas Eve, December 24, 2002.

HOLIDAYS OBSERVED 2002-2003

November 28, 2002

November 29, 2002

December 25, 2002

January 1, 2003

January 20, 2003

February 17, 2003

May 26, 2003

BOARD MEETINGS

Are held the third Thursday of the month and begin at 8:30 am

December 19, 2002

January 16, 2003

February 20, 2003

March 20, 2003

April 17, 2003

May 15, 2003

June 19, 2003

Open Forum:

Is the time on the Board agenda for direct communication with the Board. Individuals seeking to address the Board should contact Cynthia Gray, Executive Director at least two weeks before the scheduled meeting for specific information and guidelines.

The Board welcomes students and visitors to observe Board meetings but ask that you call the office 10 days before the meeting date to be certain there will be room for your classes. The Board does not post bad weather cancellations. If in doubt, call the Board office at 8:00 on the day of the Board meeting if weather appears inclement.

Committee Meetings:

Liaison Committee meets the fourth Thursday of the month as needed.

The committee agenda is finalized 10 days before the meeting date. Please call Judith Evans for more details.

Practice and Education Committee

meets as needed. Please call Margaret Walker for more details and meeting dates.

Educators Committee, an ad hoc committee for academic and practice educators meets once each quarter. The next scheduled meeting is January 15, 2003. Call Judith Evans for more information.

Joint Health Council meets once

each quarter usually the first Monday of the last month of the quarter. (e.g. December, March) **Next meeting** December 2, 2002. See web site for agenda, minutes and other information.

All meetings are open to the public and are held at the Board office.

The Board of Nursing would like to thank Gretchen Coughlin for serving on the Liaison Committee and to Dr. Cathy St. Pierre, RN for serving on the Joint Health Council. Their time and efforts have been valuable to every nurse in this state.

The Board of Nursing announces that Mary Bidgood-Wilson, ARNP and Jack Neary, CRNA are now members of the Joint Health Council.

Elizabeth Hamlin, ARNP has been selected to replace Ms. Coughlin on the Liaison Committee.

"No one told me. I didn't know"

Board staff frequently hears this excuse when a licensee has moved or have not received their Board correspondence due to lack of current address. At this point, the Board of Nursing does not allow the postal service to forward your mail. Therefore, if you do not receive your renewal, it may be because we do not have a current address. As well, if you know someone who has not received this newsletter, chances are Board records do not have a current address, so please share this with those individuals. Licensees are fined \$10 if they have moved or changed their name and not notified the Board after 30 days of such change. All changes must be in writing and sent to the Board office. U.S. mail is preferable to fax correspondence.

Most common mistakes made on license renewal forms: Every two years, at least 45 days in advance, a license renewal form is sent to you. It is very frustrating when your mail arrives and there is not a new license but a notice from the Board that your

continued on page 39

Cheshire Medical Center/Dartmouth Hitchcock Clinic- Keene has some exciting new opportunities for healthcare professionals to join our progressive, dynamic and growing organization! Full and part time positions offer competitive salary and comprehensive benefit package to include health, dental, earn time, retirement savings plan, pension plan, tuition reimbursement and shift differentials up to \$5.50 per hour! Relocation Assistance, Sign-On Bonus and Temporary Housing Available!

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RN-Emergency Room

Our ER is growing again and we have a need for a full-time or part-time evening RN. Successful candidates will have previous ER/ICU skills and the ability to work in a fast paced environment.

RN-ICU/Telemetry Unit

Great opportunity to work in our technologically advanced unit! Position is full-time nights with weekend rotation. Shift differentials and 12-hour shifts are a plus with this position!

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For Consideration please apply to: Lisa Sandstrum, Human Resources
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DIRECTIONS

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From points South and I-89:

Take exit 14 off interstate 93. At the end of exit ramp turn right (Loudon Road). Stay in the right hand lane - When you see Dunkin' Donuts on your left and Wendy's on your right take the right between Wendy's and the Colebrook Bank (Blodgett St.). Blodgett St. becomes Pembroke Road after taking a sharp left turn. Continue down Pembroke Road until you come to Chenell Dr. turn right onto Chenell. At stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn) 2nd building in on your left.

From points North:

Take Exit 15 off Interstate 93 to Rte 393 E. Take exit 2 off Rte 393 (East Side Dr.) - take a left at traffic lights. Continue on East Side Drive through 2 working traffic lights. Cross Loudon Road. East Side Dr becomes Canterbury Road after crossing the intersection at Loudon Road. At the blinking red light take a left onto Pembroke Road. Take first right onto Chenell Dr., at stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn), 2nd building on your left.

From Rte. 4:

Take Rte. 393 W, take Exit 3 to Rte. 106. At the traffic light take a left onto Rte. 106 and continue south, past Steeplegate Mall. At the traffic light located at Rte 106 & Pembroke Road, take a right onto Pembroke Road. Take your first left onto Industrial Park Road. About ¼ - ½ mile on your right is Regional Dr. The Board's office is located at 78 Regional Dr. (left hand turn), 2nd building on your left.

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license was not renewed due to an omission on the form. It can even be more frustrating and costly if you waited to renew near the end of your renewal cycle which is your birthday. The delay can cause your license to lapse if the renewal period has passed which results in you not being able to work and costing you an additional \$10 to reinstate. To avoid this happening, please make sure that you have completed all the following areas on the form. The most common mistakes are:

1. No entry on date of application.
2. Lack of documentation if discipline applies.
3. ARNPs do not send copy of current national certification.
4. LNAs write their own name for Current Employer, not place of employment
5. Failure to submit fees
6. Lines left blank. Leave no line blank. E.G. If you are not working, on that line either put a line or something similar so that this office does not have to interpret "Did they not finish the form?"

Remember your license expires on your birthday just as it appears on your card and the envelope must be postmarked by midnight of your birthday.

L.N.A. scholarships for testing are still available. This scholarship is for the potential L.N.A. high school, student/candidate or for others who desire to re-enter but have a financial need in obtaining the necessary amount of money to test. Please call Margaret Walker at the Board to determine if you are eligible for this one time scholarship in the amount of \$150.

Notice: New NCLEX Testing site: As of October 1, 2002, nursing graduates and those taking the NCLEX as a re-entry option will be taking that exam at a new testing center. The new test site is located at Pearson Professional Center, 2 Capitol Plaza, Concord, NH 03301. Since parking is often difficult,

especially when the Legislature is in session, you are advised to give yourself extra time to find parking.

NELRP Nursing Education Loan Repayment Program. This is the federal government loan repayment for nurses. The following is a list of ways for you to obtain additional information about the program and/or to request the appropriate forms.

1. To contact via telephone call the toll free number at 1-866-813-3753
2. To contact via fax dial 1-301-594-5981
3. To contact via email, <http://bhpr.hrsa.gov/nursing/loanrepay.htm>
4. To contact via U.S. postal Service:
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Loan Repayment Programs Branch
4350 East West Highway-10th floor
Bethesda, MD 20814

Office hours are 8:30 AM to 5:00 PM Monday through Friday except Federal holidays. The deadline for the 2003 awards is January 31, 2003.

New Hampshire Board of Nursing to Participate in NCSBN Study.

New Hampshire Board of Nursing has been invited by the National Council State Boards of Nursing to participate in an ongoing study, the Post Entry Competence Study. This study will use narratives written by nurses to address the research questions around characteristics of post entry-level practice, how do those characteristics change over time, what are some of the factors that promote the changes and what characteristics distinguish safe practice from unsafe practice.

NCSBN will select individuals from each state who consented via their renewal or initial licensure forms to have their names released. We hope

that if you are selected that you will be willing to participate.

Governor Shaheen Opts Out of Physician Supervision for CRNAs

Recently, Governor Shaheen notified the Centers for Medicare and Medicaid Services (CMS) that the State of New Hampshire has elected an exemption from the requirement for physician supervision of Certified Registered Nurse Anesthetists. She concluded that this was consistent with New Hampshire law and is in the best interest of New Hampshire's citizens focusing especially on those who receive care in the rural areas of the state who either have no anesthesiologists on staff or have physicians who were reluctant to be the supervising physician.

New Hampshire was the fifth state to opt out, joining Minnesota, Iowa, Nebraska and Idaho.

This exemption came as a result of the final days of the Clinton administration's work and was endorsed by President Bush in November 2001 which made the exemption a choice of the Governor of each state. Both of the 2002 gubernatorial candidates have stated they would not change the opt out if elected.

NCSBN offers Educational Videos

National Council offers many products and publications some of which are video and facilitation packages. For more information you may call 1-312-787-6555 ext 177 or email ssheperd@nscbn.org

Niche Communications offers videos on:

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New Hampshire Nurses Speak Out: Work and Career Concerns

The Foundation for Healthy Communities, with assistance from the New Hampshire Board of Nursing undertook a project to assess the increasing difficulty in recruiting and retaining nurses in New Hampshire. The project sought to (1) describe RNs and LPNs in the state, including those who currently practice and those whose licenses have lapsed; (2) examine turnover, vacancy, recruitment and retention issues; (3) identify critical concerns and attitudes of nurses; and (4) identify best practices for recruitment and retention in New Hampshire and elsewhere. The study contains the following components:

The practicing nurse survey was administered to a random sample of about 10% of practicing nurses in the state (n=1,987). We received 798 completed valid surveys, giving a 40% overall response rate. This accounts for approximately 4% of practicing nurses in New Hampshire. There are approximately 17,500 licensed RNs and 2,950 licensed LPNs in New Hampshire. Hospitals represent the largest employer of nurses in the state.

There were 425 surveys sent to New Hampshire nurses whose licenses had lapsed. Ninety were returned with incorrect addresses. Of a total of 335 returned, there were 191 completed surveys for a 57% response rate.

Some of the key findings:

- The average age of the respondents was 44.5 years; a third were aged 50 and older while only 9% were under the age of 30.
- Annual nursing incomes of less than \$40,000 (62%)
- Direct patient care (77%)
- Full-time (71%), and
- Day shift (64%)

Practice Characteristics

- With a median of 19 years; one-third of nurses (33%) have been

working for 25 years or more.

Nurses employed in the nursing profession for under 5 years represent only 12% of respondents.

- Thirty-five percent of the respondents maintain licenses in other states
- Of those 35%, 18% were from Massachusetts
- Maine (7%)
- Vermont (5%)

Compensation and Recognition

- Only one third (36%) felt they were being paid a fair wage.
- Sixty-two percent reported that their annual salary was less than \$40,000
- More than a third (35%) have not received professional recognition within the past 5 years.
- Nurses report that a raise in pay, health insurance benefits, helping patients and support and understanding about burnout are very important to continuing their nursing career and of value in their work environment.

Experience

- Nurses consistently cited paperwork, staff shortages, and lack of respect as their primary workplace concerns. They uniformly cited helping patients and their families and feeling like they made a difference in people's lives as positive
- The data also suggest that educational and field experiences for nurses in training provide valuable insight into finding the right "niche" in nursing. Many nurses reported that once they found the right place, they were very satisfied with the profession and their jobs.

What Matters?

The survey data clearly demonstrate substantial differences among nurses by age and practice setting.

- Nurses in *hospitals* tend to be younger, have higher salaries and are more likely to have received a raise in the past 3 years. Hospital

nurses reported that trust and respect with administrators, physicians, other nurses and paraprofessionals all tend to be low. They also report acute staff shortages and high levels of stress.

- Nurses in *long-term care* facilities are generally older, they have been working longer and they work longer hours. They are the least satisfied with their jobs and least likely to feel valued at work. They report having fewer resources for patient care as well as for themselves
- *Home health and visiting nurses* care more about their autonomy, their ability to make decisions for patient care, job flexibility, and personal growth than the working environment or promotion opportunities. They feel the most valued for their work of any nursing group.
- Nurses working in *physician offices* receive the lowest salaries. A good work environment, opportunities for education and training, and opportunities for personal growth are important to them. They are fairly satisfied with their jobs and feel valued at work.

Comparing Practicing Nurses and Lapsed License Nurses (LLN)

- 51% of LLN were over the age of 60, compared to only 6% of practicing nurses; 30% of LLNs were Licensed Practical Nurses, compared to only 12% for the sample of practicing nurses
- More than half (55%) of LLNs worked for 25 years or more in nursing while 20% worked for less than 15 years
- With regard to what would keep them in nursing, the issues were the same, but their priorities were slightly different. The top three issues were raise in pay (#1 for practicing nurses, #3 for LLNs); more time for patient care (#2 for

continued on page 43



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Bridgton Hospital Central Maine Medical Center Rumford Hospital

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www.cmmf.org

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practicing nurses, #1 for LLNs); and more understanding from administrators and supervisors about burnout (#3 for practicing nurses, #1 for LLNs).

Vacancy and Turnover

- The RN vacancy rate in New Hampshire for hospitals was 9.6%, compared to 6.7% in home care agencies and 12.5% in long term care facilities.
- For LPNs, the vacancy rates ranged from 4.2% for home care agencies to 6% in hospitals and 8% in long term care facilities. Hospitals experienced the highest vacancy rate for Licensed Nursing Assistants at 10.6%, compared to 3.4% for home care and 7.4% in long term care.
- The turnover rate for RNs in long term care facilities is 28.8% compared to 11.7% in hospitals and 16.1% in home care agencies.
- The turnover rates for LPNs in long term care is 26.8%, 18.4% for hospitals and 13% for home care.
- Licensed Nursing Assistant turnover rates for long term care are 38.1% compared to 19.8% for hospitals and 20.1% for home care.

Conclusions

- Recruitment of new nurses is critical to meet the needs for patient care in diverse health care delivery organizations. Targeted recruitment policies and programs need to be developed to appeal to young people who have a wide range of career choices.
- New strategies to retain nurses are needed. Salary is an important issue but not the only issue. Work conditions, professional relationships and recognition by administrators and employer organizations are important.
- Communication and attitudes within the nursing profession and the image of the profession need improvement.

Educational Programs Approval Status: Licensed Nursing Assistant:

| Program | Coordinator | Outcome |
|---|---------------------------------|--------------------|
| April 18, 2002 | | |
| • Keene Center Genesis | Geraldine Day | Continued Approval |
| • Center of Applied Tech @ Nashua High School | Roberta Flynn | Continued Approval |
| • St. Joseph School of Health Occupations | Pam Wetmore | Continued Approval |
| • Greenbriar Terrace | Ann Charros | Continued Approval |
| June 20, 2002 | | |
| • Cedarcrest Inc | Patricia Warren | Continued Approval |
| • Med Pro Ed Services | Shelly Ling/Pam Heggelund | Continued Approval |
| • Mountain View Nursing Home | Nancy Wiggin | Continued Approval |
| • Personal Touch Home Aides | Maria Medbury | Continued Approval |
| • Coos County Nursing Hospital | Diane Hobart | Continued Approval |
| August 8, 2002 | | |
| • Genesis Center Ridgewood | Helen Flaherty | Continued Approval |
| • Hillsborough Cty Nursing Home | Gayle Feick | Continued Approval |
| • Exeter Health Resources | Judith Pelletier | Continued Approval |
| • Skill Med Services Inc | Bonnie McPhail | Initial Approval |
| • Nickerson Associates | Kelly Nickerson | Continued Approval |
| • Health Career Training Assoc Inc. | Joanne O'Donnell/ Marie Grenier | Continued Approval |
| • American Red Cross NH West Chapter | Patricia McIntire | Continued Approval |
| • American Red Cross Concord Chapter | Lorie Boynton | Continued Approval |
| Sept 19, 2002 | | |
| • Birchwood Nursing Home | Veronica Grady | Initial Approval |
| • Concord Reg Tech Center @ Concord High School | Denise Hargreaves | Initial Approval |
| • I.H.S. Derry | Susan Hamilton | Continued Approval |
| • Hanover Terrace Healthcare | Marianna Essex | Continued Approval |
| • Sunbridge Care & Rehab Of Exeter | Frankie Pugh | Initial Approval |
| • Career Training LLC | Melanie Hill | Initial Approval |

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